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**Gov's Off - Human Rights, Comm on  
Idaho Human Rights Commission**

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**Description:**

To provide for execution of the policies embodied in the federal fair employment practice acts banning discrimination based on race, sex, color, religion, national origin, age (40 and over) and disability within the State.

**Major Functions and Targeted Performance Standard(s) for Each Function:**

1. Process claims of discrimination in a timely and impartial fashion, focusing on resolving the claims through mediation and conciliation.
  - A. To avoid a backlog of open cases by maintaining an inventory of not more than 7.5 months. (New measuring system beginning FY 1998.)

Actual Results			
1996	1997	1998	1999
8.4 months	7.8 months	8.4 months	10.4 months
Projected Results			
2000	2001	2002	2003
9.0 months	8.0 months	7.5 months	7.0 months

- B. To obtain a 33% rate of case closures through mediation or conciliation in the administrative procedure. (New measuring system beginning in FY 1998.)

Actual Results			
1996	1997	1998	1999
31%	23%	23%	24%
Projected Results			
2000	2001	2002	2003
28%	30%	30%	33%

- C. To process claims in an average of eight months.

Actual Results			
1996	1997	1998	1999
10 months	8.5 months	8 months	8.5 months
Projected Results			
2000	2001	2002	2003
8 months	7 months	7 months	7 months

- D. To continue to obtain survey results from Respondents following the closing of a case with 85% of those responding reporting satisfaction with the Commission's procedures.

Actual Results			
1996	1997	1998	1999
92%	93%	98%	98%
Projected Results			
2000	2001	2002	2003
85%	85%	85%	85%

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- E. To continue to enforce the law by pursuing certain cases in court. Success will be measured by showing that court actions do follow in selected cases. (New measuring system beginning in FY 1998.)

Actual Results			
1996	1997	1998	1999
1% Conciliations	1% Conciliations	7 cases auth for litig	2 cases auth for litig
Projected Results			
2000	2001	2002	2003
2 -5 cases auth for litig	2 - 5 cases auth for litig	2 - 5 cases auth for litig	2-5 cases auth for litig

2. Technical assistance and liaison with organizations and individuals, such as the press, on various aspects of the Commission's mission.

- A. To continue to work with organizations requesting technical assistance. Success will be measured if the Commission can respond to 30 requests during the year.

Actual Results			
1996	1997	1998	1999
36	45	41	41
Projected Results			
2000	2001	2002	2003
30	30	30	30

- B. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: weekly monitors press clippings.

Actual Results			
1996	1997	1998	1999
yes	yes	yes	yes
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes

- C. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: obtains hate crime statistics quarterly from the Department of Law Enforcement.

Actual Results			
1996	1997	1998	1999
annually	yes	yes	yes
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes

- D. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: maintains at least annual contact with 100 organizations in the Commission's Human Relations Directory.

Actual Results			
1996	1997	1998	1999
yes	yes	yes	yes
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes

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- E. To attempt to ascertain the amount of intergroup tension in the state. Success will be measured if the Commission documents that it does the following: maintains quarterly contact with relevant federal agencies such as the Community Relations Service Department of Justice.

Actual Results			
1996	1997	1998	1999
yes	yes	yes	yes
Projected Results			
2000	2001	2002	2003
yes	yes	yes	yes

**Program Results and Effect:**

The Commission enforces the state's antidiscrimination laws. Effective enforcement helps maintain the quality of life valued by Idahoans.

For more information contact Leslie Goddard at 334-2873.